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Northern Region News



Issue #3

A Newsletter For Employees and Retirees

May 1, 1991

Regional News

To Drill or Not to Drill . . .

by Deanna Riebe, Editor, and Norm Yogerst, Mineral Reclamation Specialist

One of the most controversial subjects the Region has had to deal with in the last few years is proposed oil and gas drilling in the Badger-Two Medicine area on the Lewis and Clark National Forest. This section of land is nestled between Glacier National Park and the Bob Marshall and Great Bear Wilderness Complex.

As this newsletter goes to print 50 appeals have been received at the Regional Office on a proposal by Fina Oil and Chemical Company to drill a 13,000-foot exploratory well in Hall Creek drainage, just three miles south of U.S. Highway 2.

Oil and gas exploration is not new to Montana, nor to the Badger-Two Medicine area. Seismic studies to pinpoint areas of possible oil or gas pools began along the entire Rocky Mountain Front in the mid-1950's and continued on into the early '70's. Much of this exploration activity occurred in the northern part of the Badger-Two Medicine area where the proposed Fina well is located. This area has many primitive roads, mainly from these early exploration efforts. Although much of the Badger-Two Medicine area is designated as roadless, Hall Creek drainage is outside the roadless area. Fina's proposal would require construction of six miles of road, some over existing primitive roads.

Before an oil company can do any exploration drilling, they must first apply for, and obtain, a lease, and file a site-specific Application for Permit to Drill (APD). The Bureau of Land Management (with the responsibility of subsurface activity) and the Forest Service (with the responsibility of surface activity) thoroughly investigate both lease applications and drilling proposals, and prepare either an environmental assessment or environmental impact statement before any approval is granted.

The Forest Service has a dual responsibility in oil and gas recovery. Part of our mission is to "encourage, facilitate, and administer the orderly exploration and development" of these resources to help meet national needs. At the same time, we have an obligation to protect our natural resources and to consider the needs and changing values of our public. This is basically the same dual responsibility we have with other resources on our national forests.

A little history: The Fina lease was granted for the Hall Creek area in 1982. (Chevron U.S.A. also received a lease for exploration in the Badger-Two Medicine area in 1981.) In November, 1983, Fina filed an APD for drilling in the Hall Creek drainage. An environmental assessment was prepared, and the application was approved in February, 1985, but was appealed. The Department of Interior's Board of Land Appeals

remanded the BLM's decision in 1986, and in 1987 a new decision on the permit was issued, only to be appealed once more.

In the meantime, Chevron had also filed an APD for drilling at Goat Mountain, several miles within the roadless area. An EIS was being prepared for the Chevron project. So when Fina's proposal was appealed for the second time, the decision was made to combine analysis of the Fina application with Chevron's in the EIS that was underway. The draft EIS, released in October, 1989, drew over 1,000 responses. The final EIS was released last December, and a decision was made in February, 1991, to reissue the Fina permit.

A decision on the Chevron proposal, which is still undergoing review, is expected later this year.

One of the issues raised by appellants of Fina's Hall Creek proposal are treaty rights of the Blackfeet Indian Tribe. Even though the area is on National Forest System lands, the Blackfeet Tribe, who sold these lands to the U.S. in a 1896 agreement, reserved rights to use the area for hunting, fishing, and timber harvest. The Tribe is concerned that drilling activity would affect their use of the area and violate their treaty rights. Also, some Tribal members maintain that the area is sacred and central to the practice of their traditional religion, and that drilling the well would affect their religious practices.

Some appellants are concerned that the endangered grizzly bear and gray wolf would be adversely affected, and others cite interference with possible wilderness designation as an issue. Still others question the need to explore for oil and gas on the national forests.

Regional Forester John Mumma has until early August (100 days from the date of the Decision on the EIS) to respond to the issues raised by the appellants and rule on their requests to reverse Forest Supervisor Gorman's decision. Once the appeals process has been completed, those who disagree with the decision may argue their points in U.S. District Court.



Steve Solem, Regional Appeals Coordinator, holds one of the 50 appeals received on Fina Oil's Hall Creek drilling proposal. This 13 lb. appeal is from the Badger Chapter of the Glacier-Two Medicine Alliance and The Alliance for the Wild Rockies.



Wise Use of
Your Natural
Resources

Centennial Update

by Laird Robinson,
Regional Centennial Coordinator

***Keeping you up-to-date
with coming Centennial
events as we move into
the 100th year of our
agency***

May 8 • Dedication of National Wildland Firefighters Memorial

A memorial honoring men and women who have died fighting wildland fires throughout the country will be dedicated May 8, at the Aerial Fire Depot in Missoula. Special recognition will be given 13 smokejumpers who died fighting the 1949 Mann Gulch Fire on the Helena National Forest. The Mann Gulch Fire was the the only major tragedy in smokejumping history, and the first involving an organized fire crew. It spurred fire research and training.

Associate Chief George Leonard will speak at the dedication. Other guests include surviving relatives and friends of the smokejumpers who died in the Mann Gulch Fire. The entire cost of the memorial was paid for through donations from past and present smokejumpers, and friends and family of those who died. Over \$9,000 was raised.

Tours of the smokejumper base and of a demonstration Type 1 Overhead Fire Camp will take place from 10:00 a.m. to 1:00 p.m. The dedication begins at 2:00 p.m., and will be followed by a reception.

June 24 • Poster Art Show Grand Opening

Winning posters in a national poster competition co-hosted by the Lewis and Clark NF and the Boone and Crockett Club will be unveiled June 24 at the C.M. Russell Museum in Great Falls. Bart Jerner of Homewood, Illinois, won the grand prize of \$10,000. His work was selected from over 100 entries. Twenty-five "honorable mention" posters were also selected and will be part of a national exhibition tour, along with the grand prize winner. Jerner's artwork will be reproduced as a Centennial commemorative poster. The artists' challenge was to create a poster that represents the National Forest System Centennial and depicts 100 years of conservation through the National Forest System.

Chief F. Dale Robertson will be present at the unveiling, as well as George Hixson, president of the Boone and Crockett Club, and grand prize winner, Bart Jerner. The posters will be displayed for two or three weeks in the museum before they are sent on tour.

The prize money was donated by the Boone and Crockett Club, which was established in 1887 by Theodore Roosevelt to help preserve American wildlife, protect habitat and promote conservation. Judges for the competition were Daniel Galbreath of the Boone and Crockett Club, Rudy Wendelen, retired Forest Service artist, who did much of the artwork for Smokey Bear, and Monte Dolack, well-known Missoula artist.

June 20-22 • National Forest History and Interpretation Symposium

A symposium/workshop to be held in Missoula June 20-22 will focus on the historical origins and significance of the National Forest System and the techniques of interpreting its history. Historians, interpreters, and land managers are encouraged to attend. A full schedule is planned with speakers from all over the country, including Associate Chief George Leonard. During the first portion of the symposium historical specialists will present unique insights on the origins and significance of the 100-year-old National Forest System. Following that an interpretive workshop will focus on making history come alive and provide an opportunity for interpretive practitioners and historical specialists to interact and learn from each other. The session is not all talk! Exhibits, an interpretive tour of Ninemile Remount Depot, and a barbeque is also on the schedule.

The workshop is co-sponsored by the Forest History Society, Inc., the National Forest Service Museum, the University of Montana, and the Northern Region Forest Service. It will be held at the University Center Ballroom, third floor, University of Montana. Advance registration is required by June 1; the fee is \$75 per participant. For a registration form and more information on the program, contact the Center for Continuing Education, University of Montana, Missoula, MT 59812, phone (406) 243-4623 or 243-2900. Registrations will also be taken on-site Wednesday, June 19, 3:00-6:00 p.m. and Thursday, June 20, 8:00-9:00 a.m. at the University Center Ballroom.

June 28-29 • Rededication of First Forest Reserve

A rededication of the first forest reserve will be held in Cody, Wyoming, June 28 and 29. The Yellowstone Forest Reserve was the first to be named, on March 30, 1891.

June 20-29 • Pony Express Ride

A Pony Express ride, planned by the Custer, Gallatin, Targhee, Bridger-Teton, and Shoshone National Forests, in cooperation with a group of private citizens, will take place in concert with the national rededication in Cody. U.S. mail and written proclamations recognizing the formation of the National Forest System will be delivered by Pony Express.

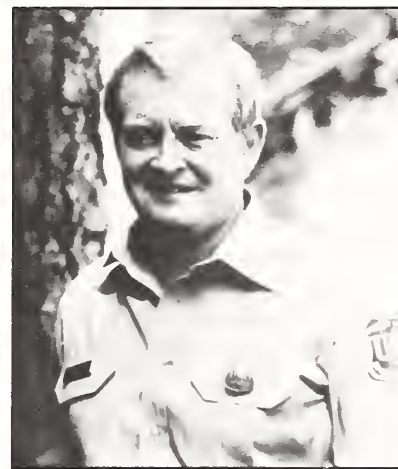
July 10 • Marias Pass Historic Site Rededication

A rededication of the historic site on Marias Pass is scheduled for July 10. Marias Pass is on U.S. Highway 2 (formerly the Roosevelt International Highway) at the Continental Divide, just south of Glacier National Park. An obelisk resembling the Washington Monument was built in 1930 to observe the completion of the highway and to commemorate the Forest Service's 25th anniversary. It was moved from its original position in the center of the highway in 1989, 150 feet southeast, and is now positioned on the Continental Divide.

The Leading Edge

A Decade of Quality -- A Decade of Change

by John Mumma
Regional Forester



John Mumma

It's an exciting time! We're celebrating one hundred years as an agency! On the preceding page you can see some of the many activities planned in Region One - the dedication of the National Wildland Firefighters Memorial, the rededication of Marias Pass Historic Site, a national forest history and interpretation symposium in Missoula, and open houses at Forest Services offices all over the Region, as starters. I'd like to encourage each of you to join in and take part in Centennial activities - remember, it is truly a once-in-a-lifetime opportunity!

The Centennial offers another opportunity - an opportunity to look back and examine how we have managed our natural resources for the last 100 years, and to recognize some of the changes we must consider as we look ahead to future management. We're facing demands on our resources as never before, and more and more people are interested in how we manage them. The values and attitudes of the American public in regard to natural resources have changed since our agency began. Each of these factors add to the

complexity of our resource management job.

We're at a crossroads in Forest Service history. We can't ignore the needs of society, nor its changing values. We must key into these needs and values and respond to them. We must change with a changing society. At last year's Leadership Conference, we termed the 90's "The Decade of Quality," as we surpass anything we have done in the past, and "The Decade of Change," as we respond to society's changing needs and desires. You've heard of New Perspectives....well, this is what New Perspectives is all about !!

These truly are exciting times to be a part of this great agency. One thing we cannot be is static. We will all have to keep flexibility at the front of our minds as we find innovative ways to manage, to keep pace with our changing public, and anticipate the future. Remember this as you look at our agency's beginnings during our Centennial, and speculate on its future. And remember that it is you - today's Forest Service employees - who will build the Forest Service of tomorrow.

Centennial Update, continued

Available Now • Centennial T-Shirts !!!!!

T-shirts, polo shirts, and sweat shirts with this specially-designed Northern Region Centennial logo can be ordered from the Regional Office.



T-shirts are \$7.00; sweatshirts, \$15.00. Both can be ordered in white, silver, sky blue, teal, red, and black. Polo shirts are \$15.00, and are available in pink, white, powder blue, silver, yellow, black, burgandy, jade, kelly green, navy blue, red, and royal blue.

All are available in adult sizes: small, medium, large, and extra-large.

They are 50% cotton, 50% polyester.

To order, contact Kimberly Delgado of the Regional Public Affairs Office: (406) 329-3392 or FTS 8-585-3392; Data General: K.Delgado:R01A. All proceeds go to support Centennial activities.

Sept. 29 - Oct. 2 • National Forest Service Reunion

A national Forest Service reunion of employees and retirees - the first-ever - will be held in Glenwood Springs, Colorado, September 29 through October 2. For information, write: Sharing Memories and Visions, National Forest Service Reunion, P.O. Box 1064, Glenwood Springs, CO 81602.

Conservation Award Worth \$10,000

The Chief recently announced the beginning of special conservation awards to start in this, our Centennial year, worth \$10,000 to the national winner. The "Centennial Conservation Awards" will pay tribute to projects or program areas that demonstrate extraordinary integrated multiple-use management and research.

The awards can be for projects or activities in the National Forest System or cooperative work done off these lands. They will help provide a "window on the future" by showcasing for the public and ourselves outstanding examples of management. They will also provide a vehicle to recognize and promote excellence in conservation through management, research, and cooperative work.

Awards will be given first at the Forest level, selected from nominations submitted by Districts. Regional awards will be selected from the field of awardees at the Forest level, and Research Station awards from competitions structured within each Station. A single National award, selected by a jury appointed by the Chief, will include the cash award and recognition on a bust of Gifford Pinchot. The bust will stay with the winner until the following year when another winner is selected. Further information on these special awards is being sent out to units through official channels.

New Management For The Clearwater

The Clearwater National Forest has a new forest supervisor, and in February, welcomed a new deputy. Win Green, staff assistant to the Deputy Chief for Programs and Legislation in the Washington Office, reported in late April as forest supervisor, and Bert Kulesza, who was serving as group leader for program development and budget for the Range, Air, Water, and Ecology unit in the Regional Office, stepped in as deputy forest supervisor in late February.

Green, a native of Phoenix, Arizona, graduated from Arizona State University with a degree in wildlife biology. After four years in wildlife habitat research at the Forestry Sciences Laboratory in Tempe, Arizona, he was promoted, in 1970, to Forest biologist for the Tonto National Forest, Region Three. In 1972, he transferred to the range and wildlife staff for the Carson National Forest, then three years later was promoted to District Ranger for the Jicarilla District, Carson National Forest.

In 1977, Green was named endangered species-animal damage control specialist for Region Four in Ogden, Utah. The following year, he was promoted to Forest staff officer for range & wildlife for the Inyo National Forest in Region Five, then was promoted to wildlife and fisheries director for Region Five in 1980. He then served as supervisor of the Ketchikan Area of the Tongass National Forest, Ketchikan, Alaska, before moving to his post in Washington DC in 1987.

Bert Kulesza was born and raised in Michigan, receiving BS and MS degrees in Forest Management (with an emphasis in hydrology for his MS) from Michigan State University. He started his Forest Service career as a hydrologist on the Payette

National Forest in 1969, then was assigned to the Boise National Forest in 1971 as a member of the South Fork Salmon River Rehabilitation Team. In 1974, he moved back to the Payette as Forest hydrologist.

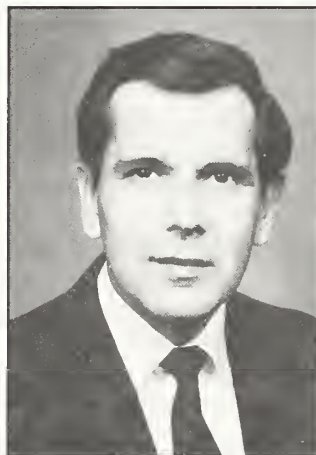
He was promoted to district ranger for Pine District,



Win Green, Forest Supervisor

San Juan National Forest, in Colorado in 1983, and in 1988, was promoted again to his position in Range, Air, Watershed, and Ecology in Region One.

Bert spent four months as acting deputy forest supervisor for the Idaho Panhandle National Forests in 1990, and served as acting forest supervisor for the Clearwater after Fred Trevey, former forest su-



Bert Kulesza,
Deputy Forest Supervisor

pervisor, left for a new assignment.

News Briefs

Outdoor Education Group Convenes

Nearly 120 teachers, natural resource professionals, university educators, and students assembled at Big Sky, in spite of blizzard conditions, to consider the state of outdoor and environmental education in Montana.

In the process, the group elected officers for the new Montana Environmental Education Association (MEEA), a new nonprofit group that brings together people who are interested in teaching in and about Montana's outdoor environment.

Jack deGolia, Beaverhead NF public affairs officer, was elected president. He said, "We welcome teachers, natural resource professionals, industry representatives, and anyone else interested in fostering a better understanding of the Montana environment."

For more information, write MEEA, P.O. Box 928, Dillon, MT 59725.

Retiree Luncheon

The annual Spring Luncheon for Forest Service retirees in the eastern Washington and northern Idaho area is set for May 15 at Templin's Resort, Post Falls, Idaho. Social hour begins at 11:30 a.m. Price is \$9 per person. Reservations are not required, but retirees planning on attending should call John Bushfield at (208) 765-4918, so that sufficient tables will be set.

Retiree Reunion Postponed

The biennial Clearwater/Nezperce Retiree Reunion has been cancelled until 1992. Indications are that many of the happy campers

are planning to attend the National Centennial Reunion in Colorado in September. Additionally, several Forests and Districts will be holding Centennial celebrations throughout the summer, which will provide many opportunities to participate and see old friends.

Job Swap Test Program in Place

"Job Swap" is a new electronic bulletin board on Data General which allows employees in Regions One and Nine to arrange temporary job exchanges. It offers an opportunity to learn new approaches to doing your job, gain new experience, explore different ecosystems, fuel types, etc. Job Swap evolved through a suggestion made at a National Pilot Symposium by John Waverek, Missoula District, Lolo NF. All employees were sent detailed information, recently, on how to use the program. If you have questions, contact Ray McLaughlin or Bertie Pearson in the Regional Office.

National Volunteer Week

April 22-26 was National Volunteer Week - our opportunity to formally recognize the many outstanding men and women who dedicate their time and talents to assist the Forest Service. In 1990 volunteers contributed 194,655 hours of work to Region One Forests and the Regional Office, valued at \$1,350,873. Besides being valuable to the Forest Service, the volunteer program provides an opportunity for individuals to donate their time and talents, as well as gain experience. A productive year is anticipated for the 1991 volunteer program, and appreciation is extended to the men and women who make this program possible.

Sensitive Species of the Northern Region

This is the third in a series of articles featuring wildlife classified as "Sensitive" by the Northern Region.

For many, the opportunity to see or catch a wild adult salmon or steelhead is a thrill they wouldn't want to live without. However, if current trends continue, we may lose this magnificent resource altogether. Historically, the average number of adult salmon and steelhead returning to the Columbia River Basin to spawn each year ranged between 10 and 16 million. Today this number has dropped to about 2.5 million fish. Of particular concern to many in Idaho is the decline of the chinook salmon.

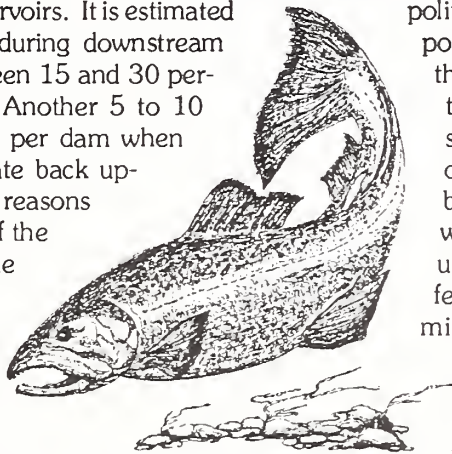
Why have the numbers of chinook salmon declined so dramatically? Much of the answer lies in its life cycle. The chinook is an anadromous fish species which means that the adults migrate from the ocean to freshwater to lay their eggs. The young fish stay in freshwater for about one year and then move downstream to the ocean to mature. The Columbia River was once a free-flowing system. Today however, it is a series of reservoirs, the result of nine hydroelectric dams build since the 1930s. When young chinook move downstream they must either pass through the turbines or over

the spillway of each dam. Many fish die as a direct result this action, are eaten by predators, or get lost in the slow moving water of the reservoirs. It is estimated that mortality during downstream passage is between 15 and 30 percent per dam. Another 5 to 10 percent are lost per dam when the adults migrate back upstream. Other reasons for the decline of the chinook include loss of habitat when the reservoirs were filled, land management activities, ocean harvest, gill netting in the Columbia, and disease.

The decline of the wild chinook salmon is of concern to many. In spring, 1990, several organizations filed petitions with the National Marine Fisheries Service (the agency responsible for anadromous fish) to list five salmon species including the Snake River spring, summer, and fall chinook, as either threatened or endangered under the Endangered Species Act. A decision on the

The Chinook Salmon -- A Species in Trouble

by Kathy Anderson, Fisheries Biologist, Nez Perce National Forest



chinook is expected in June 1991. In the interim there has been much activity.

Managers, policy makers, scientists, politicians, and others are proposing different solutions to the problem. It is not an easy task. At this point no one is sure what the ramifications of listing these species will be. One thing is certain, it will no longer be business as usual. Everyone will be affected: agriculture, timber and mining industries, electric power consumers, commercial and sport fishing industries, river transportation companies, etc.

What will the role of the Forest Service be in this process? As habitat managers the agency is responsible for maintaining and enhancing anadromous fish habitat throughout the Columbia River Basin. We will work cooperatively with State fish and game agencies, other Federal agencies, Tribal governments, legislators, and others to ensure that the recovery efforts to rebuild the salmon and steelhead populations in the basin are successful.

Nez Perce National Forest

A Partnership for Fish -- and People

by Judy York, Public Affairs Assistant

The words "Salmon Summit" comprise the latest phrase describing meetings to address the problems of the disappearing chinook salmon. If listed as threatened or endangered, the salmon's future could have overwhelming implications for the commerce and industries dependent on the Columbia River and its tributaries.

To make future management of the species easier, efforts to help people of the Northwest understand the biological and ecological needs of the chinook will be important. The Nez Perce Forest's Red River Ranger District is developing a project to cultivate that understanding.

Through a successful partnership, visitors will have the opportunity to see chinook and learn about the salmon's life cycle and habitat needs. When complete this summer, a self-guided tour will take visitors along a stretch of the Red River

where chinook are known to spawn. The tour will include a visit to the nearby salmon rearing facility operated by the Idaho Department of Fish and Game. There, visitors can learn about the State's efforts to catch, spawn, and rear chinook salmon to bring back salmon populations.

There's no lack of interested partners. The Red River District matched \$4,000 contributed to the project by Kelly Creek Flycasters, a private group in Lewiston, Idaho. The Army Corps of Engineers is donating signs for the tour, and Idaho Fish and Game's aquatic division is providing the text and artwork. Several troops of explorer scouts, along with the Flycasters, will help the District with construction at the site.

The District hopes to have the project completed by mid-summer. That will be perfect timing for a dedication—the guest of honor should be just swimming in from its ocean migration!

Chief Honors Pat Hart

by Allen Chrisman, Supervisory Forester/Hydrologist

It's a long way from the backcountry trails in the Selkirk Mountains of North Idaho to the White House in Washington, D.C., but Patricia (Pat) Hart made the trip. Pat was selected as one of five Forest Service employees from 170 nominees nationwide to receive the 1991 Chief's Volunteers Program National Award on April 25. She is the only recipient from the Northern Region to be honored in this year's program.

Pat is a recreation technician on Bonners Ferry District, responsible for trail construction, maintenance, and the Human Resources Program. Her award is a result of her outstanding management of the District's Human Resource Program. Her innovation, enthusiasm, and high energy level for planning, organizing, and directing the volunteer program have far exceeded all expectations. Pat continuously makes personal sacrifices of time, energy, and finances to coordinate numerous volunteer trips, ensuring each participant has a rewarding experience.

Pat has increased volunteer participation from 152 volunteers in 1988, for a value of \$137,000, to 185 in 1990, for a value of \$311,000. That does not include Earth Day projects that she coordinated, involving 453 people participating in a variety of projects. Projects on the national forest alone for that single day were valued at \$6,200.



Pat Hart and her dog, Buela.

Photo by Bernie Lionberger

Some of the highlights from this past year included three 10-day backcountry trips with Volunteer Vacations and the Sierra Club, working on trails in the Selkirk Mountains; and hosting nine Foreign Nationals through the Council on International Educational Exchange.

Pat is able to elicit support and donations from tiny local businesses to large national organizations. The success she has in soliciting for primarily recreation projects is outstanding for a small timber dependent community.

Through Pat's efforts, an environmental awareness and a rewarding work experience is achieved by all participants. Many participants return year after year and state they have a good feeling about what the Forest Service does through working with Pat. She serves as a goodwill ambassador from the Forest Service to the public she works with, helping them to understand our land stewardship and the Forest Service mission.

Missoula Technology and Development Center

Special Recognition

by Brenda Holland, Editor, MTDC

Three Missoula Technology and Development Center employees received special recognition recently.

George Jackson, equipment specialist, represented the Forest Service at the January meeting of the International Organization for Standardization (ISO) in Copenhagen, Denmark. ISO is an international group that writes test methods and standards for protective clothing for users of hand-held chain saws.

The Forest Service is recognized as the world leader in protective clothing for saw users and

was asked to assist in the effort to establish one test method and standard for manufacturers and designers throughout the world.

Dave Gasvoda, MTDC electronic engineer, was recently awarded a U.S. patent for inventing the device for regulating luminous flux battery power on firefighters' headlamps.

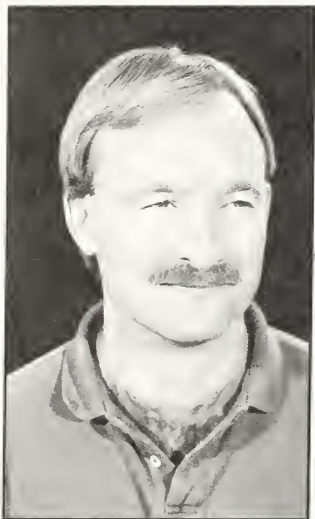
Dave Pierce, equipment specialist has been awarded one of the prestigious Forest Service Technology Transfer Awards for his work in developing and implementing the computer

graphics "Parachute Maneuvering Training Simulator."

The simulator bridges the gap between the classroom and actual training jumps. In contrast to traditional chalkboard lectures, the simulator allows a skilled instructor to demonstrate correct maneuvering techniques. It provides an opportunity for a trainee to simulate 50 jumps under varying weather conditions and in various terrain.

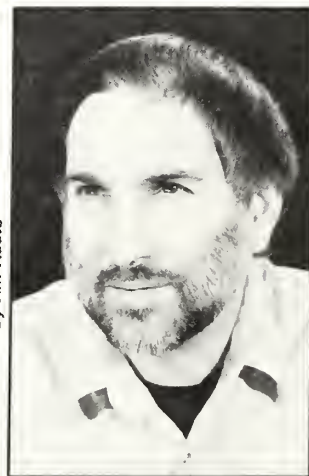
The simulator has been adopted by the Forest Service and the Bureau of Land Management for training smokejumpers in the critical safety skills required to maneuver a parachute. The device has also been adopted by the smokejumping program of the People's Republic of Mongolia. In an assistance project sponsored by the United Nations, Dave traveled to Mongolia to help implement the parachute maneuvering simulating system.

The simulator dramatically improves the safety and efficiency of smokejumpers.



George Jackson

Photo by Jim Kautz



Dave Pierce

Photo by Jim Kautz

JCC Student Achieves Goal

by Marlette Lacey, Administrative Officer,
Trapper Creek Job Corps Center



Kenny Fuegmann

Kenny Fuegmann came to the Trapper Creek Job Corps Center in January, 1990, from Minot, North Dakota, where he went to High School. He came to Trapper Creek to enroll in the Culinary Arts Program so he would be eligible to enter the Treasure Island advanced training program in San Francisco.

Ken has been recognized for numerous accomplishments at Trapper Creek. He became involved in the fire management team, and soon after became a member of the Bitterroot National Forest's Hot Shot team. During

the past season he worked on over 15 wildfires from Washington to Arizona.

Ken has saved over \$6,000 to be used for a college education upon completion of his Job Corps training. Through all of his involvement with the Hot Shot crew, Ken managed to remain active in the Center's Leadership Program and is a Leader in his dormitory. Not to be overshadowed by his extracurricular accomplishments was the fact that he was named Vocational Student of the Month, not once, but twice, from the Food Service Department.

Ken's stay at Trapper Creek is soon to come to a close. He has achieved his goals and will be going to Advanced Training at Treasure Island soon.

Congratulations and best wishes, Ken!

Employees Recognized



Karol Zuback and Dave Turner were named "Employees of the Year".

Employees of the Year

Dave Turner, minerals technician for Helena Ranger District, and Karol Zuback, personnel clerk at the supervisor's office, have been named Employees of the Year. Dave has worked for the Helena NF for 16 years, and Karol, for 11 years. Forest Supervisor Ernie Nunn presented the two with engraved plaques and cash awards. Selection for the honor was made by fellow employees in recognition of the positive difference Dave and Karol make in how employees feel about doing their job.

Employees of the Month

Forest employees also name an "Employee of the Month" each month. Dave Payne, recreation forester at Helena District was chosen for December, 1990; Teddi Coutts, computer assistant in the supervisor's office, for January; Arlene Wiley, accounting technician in the supervisor's office, for February; and Zilia Lewis, resource clerk, Lincoln District, for March.

Regional Office:

In an awards ceremony in Missoula, February 19, recognition was given to several employees who had helped with the Tournament of Roses parade, and for Combined Federal Campaign participation. In addition, the following individuals were recognized:

Dan Castillo, sale administration specialist, received a cash award for implementation of a timber sale administration field certification program which resulted in a significant improvement in the quality of timber purchasers' operations.

Joe Crowley, manpower/Job Corps/HRP specialist, was recognized for his help in setting up a national SCESEP meeting held in January.

More Awards !!

Flathead National Forest



Doug Glevanik, Regional NEPA/NFMA coordinator.

Six Flathead NF employees received cash awards for "providing outstanding leadership and setting the standard for the Region's contract reforestation program". They were **John Martineau, Jim VanDenburg, Joseph Yates, Wendell Barbe, Ed Hula, and Larry Steele.**

Regional Office

Doug Glevanik, NEPA/NFMA coordinator, received an award from the Chief for his "superior contribution to the design and conduct of the NEPA/NFMA Forest Plan Implementation course."

Doug was one of ten people who created this course, which is now being given Service-wide.

"Thanks" for a Great Job!



"Attaboy, Shorty, sez Stretch." Pete Bengeyfield (left), hydrologist, is recognized by Sheridan District Ranger Ron Stellingwerf for extra effort in putting together the Upper Ruby Draft EIS. Photo by Jack deGolia.

Bitterroot National Forest

Black History Month at Trapper Creek

by Marlette Lacey, Administrative Officer

In early February, during Black History Month, we invited Professor Ulysses Doss, Director of Humanities at the University of Montana in Missoula, to be guest speaker at Trapper Creek. His presentation, "I am Somebody," focused on the presence of Black Americans in history. He talked about how the Bill of Rights and the Constitution framed the dignity of people. He had us repeat after him "I am Somebody," "We are Somebody," and "Everybody is Somebody". Professor Doss said that once we affirmed that, we have less need for a scapegoat, less need to feel superior to another, to denounce another, to blame another, or deny another in order to feel okay about ourselves.

Professor Doss spoke of us as the "Rainbow People of the Earth" and reminded us that we are all sisters and brothers. He took us on a journey through the early American Colonies, the Civil War, and the Civil Rights Movement to where we are today.

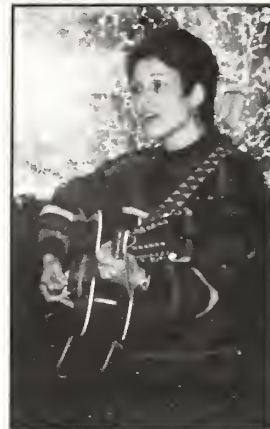
Professor Doss said, "Our home is the whole earth, our neighbor is everyone – from Washington to Lincoln, from Kennedy to Bush, from 13 colonies to 50 states, from 1776 to 1988, from slavery to freedom." "Freedom is not yet freedom," he said. "This is the chapter unfinished, awaiting our writing with the living of our lives; a grand opportunity to give Democracy a chance. The baton is in our hands and the finish line is in sight. It's up to us to run our leg of the race..."

Bitterroot National Forest

Thanks for a Song!

Cass O'Donnell, new information assistant at the supervisor's office, recently received a Letter of Appreciation from H.C. Labrier, program manager at Trapper Creek Job Corps, "...for taking time from your busy schedule to sing for us at the February 6th student graduation ceremony. . ." Cass's special talent provided a memorable experience for students and staff alike.

Cass O'Donnell



Missoula Area

"All Together Now" in Region One

"Diversity is not EEO, nor Affirmative Action; it just is." "We are all agents of change; we all have responsibilities." "Focus on the walk that goes with the talk."

These are a few of the comments made by panel members at a family meeting held for Missoula-area employees in February. The meeting provided an opportunity for those who attended the National Diversity Conference in Atlanta last November to "bring it home" – to share the ideas and perceptions they gained at the conference.

It was a time to acknowledge the unique individuals that make up the Region's workforce, and to commit to recognizing those differences as strengths.



Rich Williamson, Affirmative Action Group Leader in RO Personnel Management, gives an overview of the National Diversity Conference.

Newsletter Guidelines

The **Northern Region News** is published by the Northern Region Public Affairs Office for employees and retirees. Following are guidelines for submitting stories:

- Articles should feature Forest Service employees and retirees involved in Forest Service activities and projects.
- Articles must be concise and timely. All articles are subject to editing, and may not be used if outdated, inappropriate, or if space does not permit.
- Photos should be black and white, glossy prints if possible.
- Send articles to D.Riebe:R01A (Data General) or Deanna Riebe, Northern Region Public Affairs Office, P.O. Box 7669, Missoula, MT 59807. The public affairs officer on your Forest may want to preview articles before they are sent. If so, please follow that process.



**Wise Use of
Your Natural
Resources**

Our Beginnings -- A History of the Forest Service

by Terry West, Forest Service Historian, Washington Office

Congress Initiates Forest Study

It may be said that the Forest Service started as a research agency. When Congress appointed Franklin B. Hough the first government forestry agent in 1876 and assigned him to the USDA, his duty was to compile a statistical inquiry on the conditions of U.S. forests.

Hough was born in 1822 in Martinsburg, NY, and became a rural upstate New York physician. Typical of his class and the period, he had other interests including history and statistics. It was the latter interest that alerted him to the timber supply issue when he was directing the state censuses of 1854 and 1865. When he compared the two, he noted that timber production levels shifted among areas as loggers searched for new stands of timber to harvest.

The visible decline of timber stands was becoming increasingly apparent along the east coast in the 19th century. It was

the sight of forest destruction during the Civil War which led Reverend Frederick Starr in a 1865 report to the recently founded Department of Agriculture (1862) to predict a timber famine in 30 years. To prevent this scarcity he advocated planned forest management research done by a government-funded private corporation.

No Federal action was taken on this proposal until the efforts of Hough revived the concern over the future of public forests. A 20-year member of the American Association for the Advancement of Science, at the 1873 annual meeting Hough presented a paper: "On the Duty of Government in the Preservation of Forests." On the next day, the AAAS passed a resolution to petition Congress "on the importance of promoting the cultivation of timber and the preservation of forests." The following year Hough went to Washington, D.C. to formally present the memorial, meeting first with Joseph Henry, director of the

Smithsonian Institution, to discuss forestry.

Congress opted to fund a study of the subject by appropriating \$2,000, and Hough was appointed to the position. He gathered data through travel (in the U.S., Europe, and Canada), correspondence, and publications. The multivolume Report on Forestry (1878-1884) called for management of Federal timber lands, creation of Federal forest experiment stations, tree planting, and public education on need for forest conservation.

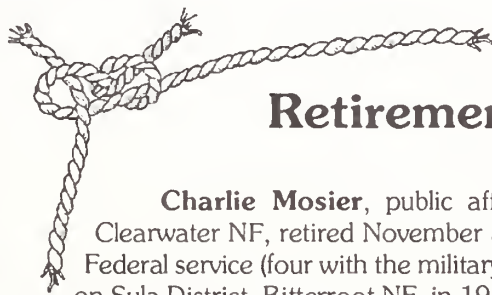
In 1881, Hough was named Chief of the Division of Forestry within the USDA, and although later demoted, he remained an agent of the division until his death in 1885. He is credited with the first book of practical forestry in the United States, *Elements of Forestry*, written in 1882. For this and many other actions on behalf of forestry, by his death he was clearly in the words of Gifford Pinchot "...the chief pioneer in forestry in the U.S."

Custer National Forest

Boys' Efforts Appreciated



Jim Dague, District Ranger of Sioux Ranger District (Camp Crook, North Dakota), recently presented a Certificate of Appreciation to Scott Louks (left), and Scott English of Sky Ranch for Boys. The certificate recognized Sky Ranch for its involvement in Job Training Partnership Act projects with the Forest Service. The Forest Service offered employment and job skills training to the boys; the boys tightened fences, cleaned brush, built loading ramps and much more.



Retirements

Charlie Mosier, public affairs officer for the Clearwater NF, retired November 30 after 34 years of Federal service (four with the military). His career began on Sula District, Bitterroot NF, in 1962. He also worked for Deer Lodge District, Deerlodge NF, and Slate District, Nez Perce NF. He served as district ranger for McGee District, Coeur d'Alene NF, and later, Priest Lake District, Idaho Panhandle NFs. He also served as district ranger of Canyon and North Fork Districts, Clearwater NF. In 1986, Mosier transferred to the supervisor's office as public affairs officer.

Larry Stone, fire management officer for Sandpoint District, Idaho Panhandle NFs, retired November 30, 1990, after nearly 36 years with the Forest Service. Larry began his career in 1955 on the Kaniksu NF at Falls Ranger Station near Priest River. Subsequent assignments included dispatcher and fire control officer at Clark Fork Ranger Station in 1962, and fire management officer at Sandpoint Ranger Station beginning in 1973. Larry has been an Incident Commander on a Type II Team for several years.

BEAVERHEAD NATIONAL FOREST

CARTITA, SUE, info recep, Dillon RD, conv to cc appt
MIZE, VONNA MAE, supp serv spec, Madison RD, cash award
SCHOTT, RON, rge conserv, Madison RD, cash award
SINE, MARSHA, frstr tech, Dillon RD, promotion
WOODS, TRISH, computer asst, SO, cash award
QUINN, BRIAN, frstr, Lolo NF, reassign, Wise River RD

BITTERROOT NATIONAL FOREST

ANDERSON, LAURIE, clk, Trapper Creek CCC, resignation
ANDREWS, KEN, civ eng tech, SO, cash award
BOYER, POLLY, adm offcr, SO, belt buckle award
CHRISTIANSON, NAN, geol, SO, cash award
COATES, MAURICE, lndscp archt, SO, employee suggn, cash award
DEZELL, MICK, frstr tech, SO, cash award
ERNST, DEBBIE, acct, SO, belt buckle award
ESCHENBACHER, BEN, teacher, Trapper Creek CCC, belt buckle award
FLOCH, RICK, frstr, R-5, Klamath NF, reassign, frstr, Darby RD
HAYES, FOREST, dist ranger, Darby RD, reassign, adm spec, SO
JOYNER, CAL, dist ranger, Stevensville RD, belt buckle award
KEMPF, MADELYN, pub affairs spec, SO, cash award
KENT, DEB, purch agnt, SO, cash award
KRUEGER, JAN, rge conserv, Darby RD, resignation
LOKKER, ROBERT, frstr, R-4, Boise NF, Cascade RD, reassign, frstr, West Fork RD
McMENUS, KERRY, supv soc scntst, SO, belt buckle award
MENK, JEFFREY, soc serv asst, Trapper Creek CCC, cash award
MORLOCK, PATTE, purch agt, SO, cash award
NASH, KAREN, comp tech, SO, cash award
NEYENHUIS, WARREN, soc serv asst, Trapper Creek CCC, cash award
NICHOLSON, NICK, frstr tech, SO, belt buckle award
O'DONNELL, DAN, cook/foreman, Trapper Creek CCC, cash award
OLSON, SHARRON, supp srvc specst, Sula RD, cash award
OWENS, REGINA, frstr trainee, Sula RD, conversion to career cond, frstr
PLATT, PEG, suprt srvc specst, Darby RD, cash award
PRICE, JEANETTE, budg & acct off, Lolo NF belt buckle award
SCHREIBER, WINNIE, frstr, Darby RD, cash award
SPRADLIN, HERB, suprvy frstr, West Fork RD, cash award and belt buckle award
SWANSON, RICK, fish biol, SO, promotion
TERRILL, WILLIAM, frstr, R-6, Okanogan NF, Tonasket RD, reassign, frstr, Darby RD
UNDERWOOD, RITA, suprt srvc specst, Stevensville RD, cash award
WELDON, LESLIE, fish biol, RO-W&LF, reassign, asst dis ranger, Stevensville RD

CLEARWATER NATIONAL FOREST

ANDERSON, LYNNANN, frstry aid, Pierce RD, cc appt, info receipt, Pierce RD
BILLETER, JON, frstry tech, Pierce RD, lateral, Deerlodge NF
BILLETER, TERESA, res clk, Lochsa RD, promotion SSS, Deerlodge NF
BRETZ, VERNON, civ eng tech, conv cc appt, SO
FIELD, DICK, civ eng tech, conv cc appt, SO
GOOKIN, DENNIS, frstry tech, Palouse RD, promotion
GREEN, WIN, asst to deputy chief, WO, promotion, Forest Supervisor, Clearwater NF
HALL-CONNER, ANNE, stu trainee (civil eng), promotion
JOHNSON, JR, RALPH, frstr, cash award, Powell RD
JONES, CHERI, frstr, Grand Mesa, Uncompahgre & Gunnison NF, prom, frstr, Powell RD
KULESZA, BERT, prgm dvlpmt & bdgt, RAWE, RO, prom to dep forest supv, Clearwater NF
LEITH, JEAN, SSS, Helena NF, promotion, AO, Powell RD
OTT, TERRI, frstry tech, cash award, SO
ROACH, DEAN, civil eng tech, cash award, Lochsa RD
SMITH, TINA, clk/typ, SO, promotion, res clk, Whiteriver NF
STOTTS, BRYAN, wldf biol, North Fork RD, promotion, wldf biol, Lochsa RD

DEERLODGE NATIONAL FOREST

ALLEY, JOHN, vis/inf spec, SO, QSI and promotion
BARRINGER, PAT, frstry aid, Jefferson RD, cash award
BARRINGER, PAT, frstry tech, Jefferson RD, promotion, civ eng tech
BARWICK, BOB, rly spec, SO, QSI
BIEBER, PATRICIA, info/recpt (typ), SO, promotion
BOWEN, PALMER, soc sci, Deer Lodge RD, reassign, Butte RD
BOWEN, PALMER, soc sci, Butte RD, cash award
BURT, DAN, lbrer, Philipsburg RD, cash award
CANFIELD, JODIE, wldf biol, Philipsburg RD, cash award
DEARING, PATRICIA, contr spec, SO, temp promotion, adm off
DIEBOLD, SIRI, rly spec, SO, QSI
DIGALIS, JOHN, frstry tech, Philipsburg RD, cash award
EVANS, PATRICE, cmpr clk, SO, conv to career-cond appt
FABER, BEVERLY, trng instr, Anaconda CCC, QSI
FRAZIER, LEWIS, hvy equip optr, SO, retirement
GUMP, ROBERT, frstr, Custer NF, reassign, Philipsburg RD
HANSON, RON, frstr, SO, cash award
HOEHNE, RONA, resour clk, Philipsburg RD, cash award
JACKMAN, JULIA, coop ed stu, Butte RD, cash award
JOB, NORMA, stu trainee (engrg), SO, resignation
JOHNS, BOB, resour clk, Butte RD, QSI
KLASHNER, BEA, SCSEP, Jefferson RD, cash award
LEETZ, GREG, prog asst, SO, reassign, Butte RD
LUCON, FRANCIS, frstry tech, Butte RD, retirement
LUNCEFORD, CECILIA, supp svcs spec, Deer Lodge RD, QSI

MCCLAIN, GEORGE, mg tech, Philipsburg RD, cash award
MCFARLAND, ELIZABETH, geol, cash award and temp promotion
MOUCHE, NANCY, info receipt, Philipsburg RD, cash award
PATTERSON, PHOEBE, frstr, Deer Lodge RD, reassign, Philipsburg RD
PERIMAN, RICHARD, archlgst, Butte RD, cash award
RAPPE-DANIELS, OLLEKE, adm offcr, SO, cash award
ROCHE, WANDA, frstry tech, Butte RD, cash award and promotion
RUPPERT, DAVE, soil sci, Butte RD, cash award
SANBORN, BRIAN, fish biol, Dept. of Interior, reassign, Butte RD
SCHUELKE, BRUCE, frstr, Butte RD, promotion
SCHULTE, DARRELL, frstr, Siuslaw NF, reassign, frstr, Jefferson RD
SEEGER, RUTH, geol, SO, cash award
SEGRAVES, BARBARA, cmpr prgrmr anal, SO, QSI
SOLOGUB, JOE, crml invstgr, SO, cash award
SOVEY, SALLY, wldf biol, Dept. of Interior, reassign, Butte RD
STRICKLAND, LINSEY, frstry tech (law enfrcmnt), Deer Lodge RD, reassign, SO
SUNDSTROM, CHUCK, frstr (adm), Deerlodge RD, reassign, frstr, SO
SWEET, KATHY, frstry aid, Philipsburg RD, cash award
THOMAS, ROSE, supp srvc supv, Anaconda CCC, cash award
WEIKEL, BOBBI, budgt & acctg anal, SO, QSI

GALLATIN NATIONAL FOREST

CASSIDY, CASEY, comp spec, SO, cash award
EVERETT, GALE, pers off, SO, QSI
GARDNER, RON, frstr, Humboldt NF, reassign, Gardiner RD
HARRIS, ISABELLE, resour clk, SO, promotion
MARX, BARB, resour asst/tmbr, SO, cash award
NEFF-SHEA, JULIE, frstr, Tahoe NF, reassign, Central Timber

HELENA NATIONAL FOREST

ANDERSON, TOM, frstr, SO, reassign
CAMPBELL, DARCY, supvy clk/typ, SO, award
CANFIELD, JODIE, wldf bio, Deerlodge NF, promotion, Townsend RD, COUTTS, THEADORA, supvy comp asst, SO, award
CROWDER, JUDY, comp asst, Helena RD, award
DRINVILLE, MAUREEN, frstry tech, Helena RD, cc appt
FINLEY, RASANNA, frstry tech, Helena RD, award
GOBBS, DEENA, clk/typ, Townsend RD, promotion
KREPPS, BOB, pub aff spec, SO, promotion, Kootenai NF
SCOTT, SHARON, frstry tech, Lincoln RD, cc appt
TURNER, DAVID, frstry tech, Helena RD, award
VORE, DENISE, fish biol, Beaverhead NF, reassign, Helena
WILEY, ARLENE, February employee of the month, SO
ZUBACK, KAROL, pers clk, SO, award

IDAHO PANHANDLE NATIONAL FORESTS

AGA, LOIS, conv to cc appt, biol aid, Couer d'Alene Nursery
CARLSON, JOHN, supv asst resour mgmt, temp prom, supv resour spec, SO
CHITWOOD, KATHERINE, conv to cc appt, biol aid, C d'A Nursery
CORDOVA, MAXINE, conv to cc appt, biol aid, C d'A Nursery
DONOHUE, ELEANOR, conv to cc appt, biol aid, C d'A Nursery
ERICKSON, DARLA, conv to cc appt, biol aid, C d'A Nursery
FISCUS, WENDY, coop student, termination, St. Maries RD
FLOOD, CAMEO, frstr, promotion, Avery RD
FLOOD, STEVEN, frstr tech, reassign, hydrol tech, Avery RD
FRIGARD, DANIEL, cash award, Wallace RD
GARVEY, DAWNELLE, conv to cc appt, biol aid, C d'A Nursery
GILBERT, BRADLEY, performance award, SO
GODDARD, LORI, clk/typ, promotion, purch agnt, Wallace RD
GRAVES, JERRY, conv to cc appt, biol aid, C d'A Nursery
GRAY, HARVETTA, conv to cc appt, biol aid, C d'A Nursery
HALLISEY, JUDY, frstr tech, conv to cc appt, frstr, St. Maries RD
HANSEN, LORI, clk/typ, promotion, resour clk/typ, Priest Lake RD and cash award
HUDSPETH, DENISE, frstr tech, promotion, frstr tech, St. Maries RD
KEMPTON, BETTY, conv to cc appt, biol aid, C d'A Nursery
LUX, DAVID, frstr, reassign, supv frstr, SO
MC CORD, CHARLIE, frstr tech, Clearwater NF, reassign, supv frstr tech, St. Maries RD
MAC DONALD, LAURENE, resour clk, promotin, resour asst, Fernan RD
MC GOVERN, TERENCE, frstry tech, promotion & cash award, Avery RD
MITCHELL, DE, frstr adm, reassign, supv frstr, SO
MONCADA, JESUS, coop, termination, Priest Lake RD
NEIRINCKX, JOHN, cash award, SO
NELSON, STEPHEN, frstry tech, promotion, Avery RD
NEUSTEL, MARK, conv to cc appt, biol aid, C d'A Nursery
NORLANDER, BETTY, biol tech, promotion, supv biol tech, Cd'A Nursery
PENZKOVER, JAMES, cash award, SO
POORBOY, ANNA MARIE, promotion, convync exam, SO
REYNOLDS, GARY, QSI, Avery RD
RICHARDSON, JEAN, cash award, Bonners Ferry RD
SAUNDERS, VINCENT, termination, Fernan RD
SEITZ, DAVID, cash award, SO
SIMMONS, RUSSELL, SCSEP, termination, Fernan RD
SVENSRUD, MARY, clk/typ, promotion, procur clk typ, SO
TITUS, JULIA, supp serv supv, promotion, supp serv supv, Fernan RD
TOWN, TIM, pers mgmt spec, temp promotion, pers off, SO
VANDERWILT, HELEN, retirement, Cd'A Nursery
WHITMER, JOHN, stu trainee (frstr), conv to cc appt, frstr, Bonners Ferry RD
WOLD, ROY, cash award, Bonners Ferry RD

Personnel Update

KOOTENAI NATIONAL FOREST

ALLDER, KATHRYN, frstry tech, Cabinet RD, special act
 BAIN, JANE, pers mgmt spec, SO, AS, promotion
 BARRETT, MARTHA, acct tech, SO, AS, promotion
 BERRY, JERALD, supvry wldf biol, R-3, Kaibab NF, reassign, Three Rivers RD
 BROWN, LONIS, supvy civil engr, E Zone Engrg, special act
 CARLIN, ROB, frstr, Fortine RD, promotion
 CRAWFORD, DONALD, frstry tech, Libby RD, reassign, frstr
 DESY, TOM, frstr, Three Rivers RD, promotion
 DICKERSON, GARY, frstr (silv), Canoe Gulch RD, QSI
 DRURY, BEVERLY, info receipt/typ, Rexford RD, suggestion
 DUEKER, ANN, wldf biol, R6, Sisulaw NF, reassign Rexford RD
 EATON, WENDY, purch agnt, Rexford RD, promotion, supp svc supvr
 ERICKSON, RON, supvy frstr, SO, LMRC, reassign, forstr, R6, Sisulaw NF
 FANTASIA, MIKE, realty spclst, SO, LMRC, resignation
 FLANARY, J. PATRICK, frstr, R10, Tongass NF, reassign, frstr, Rexford RD
 HAFUCH, BRUCE, wldf biol, Cabinet RD, QSI
 HAMMOND, MARK, frstr, BIA, N Cheyenne, reassign, frstr, Three Rivers RD
 HAMMONS, RAY, fleet & equip spec, SO, ES, sus sup perf
 HAWLEY, DALE, supvy lnd survr, SO, ES, sus sup performance
 HENNESSEY, CAROL, stu trainee (frstry), Fisher River RD, conv cc appt/prom, frstr
 HIGGINS, BRUCE, frstr, Three Rivers RD, reassign, Libby RD
 HILT, BILLY, frstry tech, Cabinet RD, sus sup perf
 HOLTHAUS, CONNIE, supp clk, SO, AS, promotion
 HOWARD, DANIEL, frstry tech, Libby RD, special act and promotion
 JAMES, JESSE, civ eng tech, W Zone Engrg, special act
 JOHNSON, LYNN, Fortine RD, conv to cc, wldf biolgst
 KAEDING, ERMA, carto tech, SO, PS, promotion
 KAISER, KIRSTEN, appt, stu trainee, (frstry), Rexford RD
 KIMBERLIN, RICHARD, frstr, SO, A&F, prom, frstr, R10, State and Private Forestry
 KREPPS, ROBERT, pub aff spclst, Helena NF, promotion, SO
 KURTZ, LOU, supv civ eng tech, W Zone Eng, special act
 LAMPTON, LARRY, civ eng tech, E Zone Engrg, sus supp perf
 LARSON, JOAN, appt, data transcriber, Libby RD
 LEWICKI, JOE, frstr, Rexford RD, special act
 MEYER, LINDA, appt, resour clk, Three Rivers RD
 NELSON, BRENDA, pers asst, SO, AS, position change, comp asst, SO, TS
 NYGAARD, TWILA, acct tech, SO, AS, promotion
 PETERSON, RICHARD, frstry tech, Cabinet RD, special act
 PRIEVE, STEVEN, frstr, Custer NF, prom, supvry info res mngr, Three Rivers RD
 ROBERTSON, JEANNE, contr spclst, SO, AS, promotion
 SCHWEGEL, THEORA, secy, Dept of Army, transfer, info receipt (typg), Fortine RD
 SEGRAVES, BARBARA, comp prog anal, Deerlodge NF, prom, SO, AS
 SMITH, GARY, qual assur spclst, Dept of Army, transfer, supp svc supvr, SO, AS
 STANTUS, PAUL, zone eng, W Zone Eng, temp prom, forest eng, SO, ES
 STEARNS, RICHARD, geol, R6, Wenatchee NF, promotion, SO, LMRC
 TUBB, STANLEY, frstry techncn, Canoe Gulch RD, sus supp perf
 VOTAPKA, FRANK, forest eng, SO, ES, temp prom, regional eng, RO
 VOTAPKA, JENNY, supp svc supvr, SO, AS, sup perf
 WOODY, LYONS, frstry techncn, Cabinet RD, special act
 YOUNG, JOEL, frstry tech, Rexford RD, promotion
 ZEARFOSS, JACK, civ eng, W Zone Eng, promotion

LEWIS & CLARK NATIONAL FOREST

CASEY, ROBERT, dist ranger, Rocky Mtn RD, reassign, NEPA Coor, SO
 DOMBROWSKE, JERRY, dist ranger, Judith RD, reassign, dist ranger, Rocky Mtn RD
 GODTEL, DONALD, wldf biol, SO, cash award
 MAY, DOROTHY, clk, SO, promotion
 MOSHER, RICHARD E, frstry tech, Kings Hill RD, conv to cc appt, lead for tech
 SANDIFER, P. KEITH, supv geologist, SO, QSI
 VERGITH, GEOFFREY, supv comp prog analyst, SO, cash award

LOLO NATIONAL FOREST

ABLUTZ, MICHAEL, supvry frstr, Ninemile RD, reassign, tmbr plnr, SO
 BLACKBURN, JIM, frstry tech, Seeley Lake RD, cash award
 BRINGENBERG, EDWARD, frstry tech, Superior RD, Vernon Valach Award
 BROWN, MARSHALL, supvry frstry tech, Missoula RD, cc appt
 BROWN, STEPHANIE, Region 3, promotion, dsptr, Lolo SO
 CHASE, SHIRLEY, frstry tech, Superior RD, cash award
 COURSER, LAURA, frstry tech, Superior RD, cash award
 COVAULT, JERRY, supvry frstr, SO, cash award
 CULPEPPER, FRED, frstry tech, Seeley Lake RD, cash award
 ERICKSON, BRUCE, frstr, Superior RD, cash award
 ERISMAN, KRISTINE, stu trainee, Ninemile RD, cc appt
 FAUGHT, KYLE, clk/typ, SO, cc appt
 FLANSBERG, JAMES, supvry lnd surv, SO, progressive promotion
 GLANZ, KEVIN, civ eng tech, Missoula RD, cash award
 HARTKORN, MARK, civ eng tech, Missoula RD, cash award
 JOHNSON, KEITH, survy tech, Missoula RD, cash award
 KRIVACEK, JANET, Region 6, reassign, frstr, Missoula RD
 LOSENSKY, JOHN, ecolgst, SO, cash award
 LOVE, TIMOTHY, public aff spclst, Missoula RD, cash award
 MAGNUSON, LEAF, info receipt, Missoula RD, cc appt
 MASON, RONALD, supvry frstry tech, Superior RD, promotion, forstr
 MATTHEW, KIRBY, archlogy tech, SO, cc appt
 MITCHELL, CLIFFORD, frstr, Seeley Lake RD, cash award,
 QUINN, BRIAN, frstr, Superior RD, cash award
 QUINN, BRIAN, frstr, Superior RD, reassign, forstr, Beaverhead NF
 RAINES, RICH, civ eng tech, Missoula RD, cash award
 RAMIREZ, DAVE, frstry tech, Missoula RD, cc appt
 SEITZ, RICHARD, prog anal, SO, QSI
 SHIMADA, GERRY, supvry ops res anal, SO, promotion
 SKYLES, CAROL, clk/typ, SO, cc appt
 STEBER-STEWART, JOAN, civ eng tech, Missoula RD, reassign, Region 5
 STEINBERG, DARRELL, civ eng tech, Missoula RD, promotion
 SVALBERG, LARRY, Region 5, reassign, supvry frstr, Plains RD
 TIMCHAK, LARRY, supvry frstr, Ninemile RD, prom, dist ranger, Judith RD, L&C NF
 WEVEREK, JOHN, supvry forstr, Missoula RD, QSI
 WILLIAMS, BYRON, civ eng tech, Missoula RD, cash award and promotion, SO
 WILLIAMS, CARY, frstry tech, Missoula RD, cc appt

NEZ PERCE NATIONAL FOREST

ALBERTSON, JOLENE, frstr tech, Elk City RD, perf award
 ALLEY, JANENE, supv bdtg and acct analyst, SO, perf award
 ANDERSON, KATHLEEN, fish biol, SO, spec act award
 ANDERSON, NEIL, fish biol, Selway RD, reassignment from Tongass NF
 BEEGLE, BROOKS, hydrol tech, Red River RD, cc appt
 BRAWNER, JAMES, frstr tech, Selway RD, retirement
 CASE, LARRY, warehouseman, SO, perf award
 FISCHER, PETER, frstr, Elk City RD, reassign, Kaibab NF
 FISCHER, RONDI, frstr, Red River RD, promotion, Kaibab NF
 GEARY, LOIS, supp serv supv, Salmon River RD, promotion
 GILGEN, PAUL, frstr, Red river RD, promotion, Gallatin NF
 GOOSMAN, WILLIAM, supv rge conserv, Moose Creek RD, perf award
 GREEN, DAVID, comp prog anal, SO, perf award
 HAUGER, JULIE, supp serv spec, Moose Creek RD, perf award
 HAYHURST, MARIE, clk/typ, Elk City RD, spec act award
 HOLLIMAN, JAMES, civ eng, SO, promotion
 JAHN, PHILIP, supv frstr, SO, promotion from Payette NF
 KORN, MICHAEL, frstr, Clearwater RD, reassign, Wallowa-Whitman NF
 MCGEE, MONICA, supv comp asst, SO, reassign, Salmon River RD

In Memoriam

Vandella Gordon, former secretary and information officer for the Forest Service in Spokane, died February 27 in Spokane at 82.

Russell Baker, retired Forest Service communications technician for the Clearwater NF, died February 28 at the age of 80. Baker retired in 1969. He was also a wildlife photographer and oil painter. One of his paintings, an oil painting of Bungalow Ranger Station on the Clearwater, was recently donated to the Forest, and is on display in the lobby of the supervisor's office.

Bert Babcock and Doris Babcock, husband and wife, both former Forest Service employees at Red River, Castle

Creek, and Grangeville, died in 1990. Bert died August 18 at 87, and Doris passed away November 15 at age 85.

David Herrick, director of the Rocky Mountain Station from 1975 until his retirement in 1980, died March 7 in Fort Collins, Colorado.

Robert Peterson, engineer at the Regional Office since 1968, died February 27 in Missoula at age 51 after an illness.

Howard Welton, St. Joe NF employee from 1944 to 1955, died March 31 in Coeur d'Alene at the age of 77. Welton was raised at Deep Creek Ranger Station near Townsend, Montana. He also worked for the Bureau of Indian Affairs, retiring from the Blackfeet Reservation in 1970.

From PILOT to P.O.W.E.R.

by Madelyn Kempf, Public Affairs Specialist

The Bitterroot National Forest is now a place where a POWERful new management philosophy promotes a positive, creative work environment and enables the Forest to fully capitalize on the strengths and talents of its diverse workforce.

Last October, a newly formed committee, People Operating with Empowerment and Respect (P.O.W.E.R.), began planning a pilot program designed to "empower" employees to make a difference in their way of doing business. P.O.W.E.R. was officially kicked-off on February 14, 1991, at the Bedford Building in Hamilton, Montana. Forest employees were given the opportunity to learn about this innovative, people-oriented management philosophy.

The Bedford Building was filled to overflowing with both permanent and seasonal employees. They came to hear guest speakers provide the energy and incentive necessary to help create a quality work culture—one that stresses success through the development of creative and innovative ideas.

Paul Sweetland, Assistant to the Associate Chief spoke on the concept of Total Quality Management, while Mark Twain NF supervisor Eric Morse presented "The History and Concepts of the Pilot Program on the Mark Twain National Forest"—the first to develop the PILOT concept. Kayleen Simmons, Innovations Inc., explained personal empowerment and the personal responsibility necessary to develop the concept of responsible risk-taking—and make it work.

A highlight of the P.O.W.E.R. kickoff was the enthusiasm



Photo by Madelyn Kempf

Bitterroot NF Supervisor Bertha Gillam introduces Mark Twain NF Supervisor Eric Morse (center) and Assistant to the Associate Chief Paul Sweetland at the P.O.W.E.R. kickoff.

shown by employees when they broke into small groups to generate ideas to help implement the P.O.W.E.R. concept. These suggestions were immediately evaluated by a panel during the lunch break and many were selected for instant recognition and implementation. These "instant winners" were recognized at an award ceremony where many were presented with cash awards.

Forest Hayes was selected as the P.O.W.E.R. coordinator. Forest will monitor and track present and future suggestions, and keep employees informed on accomplishments.

As a result of the implementation of P.O.W.E.R. on the Bitterroot NF, all employees are "...empowered to become a driving force with responsibility and commitment to believe in ourselves and in our organization. We possess the ability to truly make a difference in our workplace and environment."

The Northern Region News

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